

# SYSCOM

# SPECTRUM



January 1998

Volume IIII Number XXXXIII

From the Editor...

The SYSCOM Spectrum is published with the intent to keep the command informed of various news, issues, ideas, and events. In each edition, the commander will comment on a topic of interest. Readers are encouraged to submit comments and questions to the commander.

The newsletter also welcomes short articles from anyone who wants to use the newsletter as a forum to reach the command. Submit your articles by the last workday of the month prior to publication to: Major P. A. Karafa, Editor, or Wendy S. Howard Assistant Editor, Current Operations, Program Analysis & Evaluation Directorate.

## UPCOMING FEATURE ARTICLES in 1998!

|           |      |        |        |
|-----------|------|--------|--------|
| January   | CSLE | CT     | CS     |
| February  | CBG  | AAV    |        |
| March     | TMDE | DFM    | IC     |
| April     | UGV  | AD/FSS |        |
| May       | PAE  | LAV    | AVTB   |
| June      | CIS  | LW155  |        |
| July      | CCR  | LAW    | INSP   |
| August    | AW   | AAAV   |        |
| September | C4I  | MCTSSA |        |
| October   | ARO  | AP     | RAO    |
| November  | PS   | SBS    |        |
| December  | SST  | AM     | NAWTSD |

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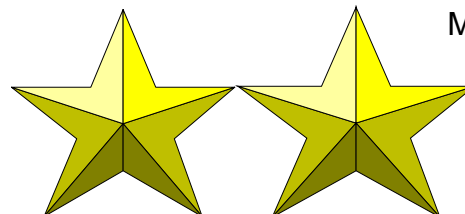
## COMMANDER'S CORNER

Here are some things I hope we can accomplish together in 1998. They focus on supporting the Commandant's Planning Guidance and continuing our efforts to keep MARCORSYSCOM the best acquisition command in DoD. As always, I welcome your help and your ideas. My intent:

\* Support the new MCCDC Office of Science and Innovation in its charter to coordinate the Corps' efforts in science and technology

- \* Continue to improve our relationship with industry
- \* Assist program managers in their efforts to obtain adequate systems engineering and logistics support through internal reorganization or support contracts
- \* Look for opportunities to outsource support functions
- \* Aggressively search for ways to promote civilian employees
- \* Promote recognition and reward for Marines in the acquisition community
- \* Find new and better ways to keep the operating forces informed of and involved in our efforts
- \* Encourage prudent risk-taking in pursuit of acquisition reform. Continue our successful efforts to field equipment better, faster, and cheaper.
- \* I want the Marine Corps Systems Command to welcome innovation, tolerate honest mistakes, and reward and reinforce success. Press on.

M. J. WILLIAMS



## PM CLSE

### MOTOR TRANSPORT UPDATE

The MARCORSYSCOM Combat Support and Logistics Equipment (CSLE) Program Manager is currently engaged in restoring and upgrading nearly the entire Marine Corps motor transport fleet of vehicles. Our preliminary Light Tactical Vehicle Replacement (LTVR) strategy is to procure the latest version High Mobility, Multi-Purpose, Wheeled Vehicle (HMMWV), designated the HMMWV A2, from an existing assembly line with a contract award in FY98. This would allow new vehicles to begin arriving in the fleet in FY99 and continue for approximately 14 years. We are currently completing the acquisition process which will provide for this orderly replacement of deteriorating assets and leave resources for technological upgrades to combat corrosion and decrease currently expanding maintenance costs.

The Marine Corps will begin total refurbishment of our 5 ton fleet beginning with a scheduled contract award in November 1998. The new Medium Tactical Vehicle Replacement (MTVR), will focus on increased mobility, payload capacity, anti-corrosion, and reliability. We are currently testing five trucks each from two competing contractors at the Automotive Test Center in Nevada. User's testing will begin in January 1998. We will then down-select the best contractor in November 98. Fleet Marine Force units should begin receiving the first vehicles in December FY00.

The Marine Corps P-19 Fire-fighting Truck capability is currently degraded. To address this problem, CLSE is working to rebuild our present vehicle inventory. We are developing a strategy to compete a rebuild contract for the P-19 Fire-fighting Truck in January 98. We anticipate an April 98 contract award. After contract award, we will request that units begin shipping the old P-19 to the contractor for refurbishment. Current plan is to rebuild approximately three per month. We will advise units by message when to ship their vehicles.

To resolve the Fleet Marine Force deficiency in semi trailers, our motor transport personnel have reinvented the words "streamline acquisition" by developing, testing, and initiating fielding of the new M-870 forty ton trailer is less than a year. The contract was awarded through GSA to Kalyn/Siebert and the first vehicles are schedule to arrive in January 98. Subsequently, all trailers will be fielded within the following eighteen months.

CSLE is also working on a strategy to replace and upgrade the entire Logistics Vehicle System (LVS) fleet. This long range program will implement many of the lessons learned from the LTVR and MTVR programs. We are currently validating and developing requirements and mission scenarios for the LVS and anticipate development of prototypes in FY01 with production in FY03 through FY07.

The above programs are currently scheduled for funding. We recognize there are many other efforts to be tackled in the fleet and will continue to move out quickly to provide the best motor transport capability to meet our

future needs. POC for more information is Bill West at 784-2242.

### THE INSIDE SCOOP ON ENGINEER EQUIPMENT EXCHANGE PROGRAMS

CSLE has initiated an innovative program using a little known public law that allows the military to exchange or trade their equipment with a commercial manufacturer. The first CSLE exchange program traded a number of Caterpillar D8 bulldozers received from Japan as part of their support of Operation Desert Storm but never fielded by the Marine Corps. In exchange, Caterpillar is rebuilding a number of our fielded D7 bulldozers equal to the value of the exchanged items. The first rebuilt D7 bulldozer will be delivered from Caterpillar in January 98 and rebuilding of approximately 20 remaining bulldozers will begin in January 98. The bulldozer exchange value was \$2M. Caterpillar has verbally agreed to a generator exchange in which we will exchange our old tactical generators that are being replaced with the new Tactical Quiet Generators (TQG's) for remanufacturing approximately 80 100KW generators. The generator exchange value is approximately \$1.2M. The biggest exchange challenge we are negotiating is a \$16M equipment exchange for Backhoe's and Compactors. We will exchange about 300 pieces of extra engineer equipment for 150 new Backhoe's and 50 Compactors.

MARCORSYSCOM Point of Contact is LtCol Bill Macecevic at DSN: 278-2242 x-226.

### HOW TO PREVENT JOB BURNOUT

As the excitement of the holidays swindles, and the long winter months slowly set in, be aware of the tell-tale signs of job burnout. If you find yourself starting to feel overwhelmed, exhausted, bored, or depressed, follow these tips to prevent the winter blahs and avoid job burnout:

**\*Set realistic goals.** Don't try to do too much in too little time.

**\*Set limits.** It's OK to say no occasionally. Learn to delegate.

**\*Exercise.** Working out is a proven stress reducer.

**\*Relax.** Practice relaxation techniques at your desk.

**\*Listen to your body.** If you feel tired and run down, you may need a break.

**\*Take vacations.** Even if it's not an ideal time at work, it's important for your mental and physical health.

**\*Treat yourself.** Spend some time alone and go to a nice restaurant or to the salon.

## PM CSLE continued...

### Individual Combat Clothing & Equipment Prime Vendor

CSLE is pursuing innovative strategies to develop methods that most efficiently and effectively deliver individual combat clothing and equipment (ICCE) from the manufacturer to the using Marine. Through the use of computers, modems, and existing software, electronic commerce is a valuable commercial business method that is now being evaluated by the Marine Corps.

The process involves using a prime vendor contract to allow units to order their ICCE supply needs via electronic commerce means directly from a commercial company. These contracts are either in place, or are being negotiated now. When the Marine Corps customer places an order directly with the commercial company, the company will fill the order and ship it directly to the customer. This will greatly reduce order-ship times and will by-pass the trans-shipment process currently used when requisitioning through the Defense Logistics Agency. Requisitioning times are expected to be reduced from weeks to less than five days.

Quick delivery of needed items will eliminate the need for the Marine Corps to stock large quantities thus saving warehousing and inventory control costs. POC is LtCol Gene Daniels @ 4278 ext. 298. To read more examples of this see page 5.



### IMPROVED EXTERNAL LIFT DEVICE

The Improved External Lift Device (IELD) is a cargo management system for external loads under helicopters. The commercial product was first introduced to the Marine Corps as a limited objective experiment during Advanced Warfighting Experiment-97 conducted by the Commandants Warfighting Laboratory.

The IELD is a triangular shaped, chrome-moly steel frame from which three independent manual or electronically controlled hooks are attached. The IELD attaches to the existing external hook and pendant of any helicopter. The helicopter now has three attachment points from which to sling loads vice one. The weight capacity of each hook is 9,000 lbs for a total IELD cargo capacity of 27,000 lbs.

This improved capability enables one helicopter sortie to transport up to 9,000 lbs of supplies per hook (fuel, ammo, rations, etc.) from ship, Landing Zone, Combat Service Support Area (CSSA), to three widely dispersed delivery points. Consequently, the number of helicopter sorties are reduced, exposure time of helicopters carrying external loads is reduced, and dispersed units are resupplied by air in a more timely manner.

The components of the IELD are the cargo hook frame with three hooks, a battery box supplying electronic

power to the IELD, and the hand-held controller that allows the helicopter crew chief to open the hooks.

CSLE is managing the IELD initiative. It is currently undergoing test and evaluation at the Naval Air Warfare Center, Aircraft Division, Naval Rotary Wing Aircraft Test Squadron. Successful completion of evaluations will result in flight certification of the IELD, procurement of prototypes, and placement of the prototypes within Marine Corps CH-53E Helicopter Squadrons. The Marine Corps will then conduct an extensive Operational Assessment. POC is Gerry Kenefick @ 4278 ext 290.



### ULTRA MARATHONERS

On 22 November 1997, a misguided group of 20 runners, primarily recruited by Combat Support and Logistics Equipment personnel, gathered in Boonsboro, Maryland to run, jog, hike, crawl and claw their way through the 35th Annual John F. Kennedy 50 Mile Ultra marathon. While the thought of running 50 miles in less than 14 hours is considered extreme by many, JFK running officials added insult to injury when they informed participants that the running distance is actually 50.2 miles. Now that's extreme! The loosely knit group of 20 runners hailed from MARCORSYSKOM (CSLE, PA&E, C4I), MCCDC, Marine Barracks 8th & I, HQMC, and MKI Systems.

Usually, most JFK 50 starters find it an honor just to finish. But Marine Corps curve breakers and over achievers abound for this race. As a result, a MARCORSYSKOM team of five (CSLE & PA&E) actually won this years JFKennedy Cup Trophy for the category of Military Teams, will wonders never cease!

A few words about the terrain. Following a quick jaunt through the streets of Boonsboro (3 miles), the course funnels runners onto a Maryland section of the Appalachian Trail (13 miles). Trail is a poor choice of words here. Suffice it to say that wet rocks and leaves combined to make the terrain a bit treacherous. The 2nd leg of the course runs along 26 scenic miles of the historic C&O canal. The final leg of the course is made up of country roads with a few tendon-stretching hills thrown in for good measure ending in the lovely town of Williamsport.

In the end, a good time was had by all—especially the ibuprofen salespeople. All 20 starters completed the race in time and subsequently received a 3" JFK Finisher's Medallion that seemed to weigh 10 pounds if it weighed an ounce. The training has already begun for next year's 50. Anyone interested in joining in the fun can contact Maj Sherman Bierly (CSLE) at 784-4282 Ext. 276.

## MARCORSYSCOM World Wide Web Home Page

<http://www.marcorsyscom.usmc.mil/>

Visitors to our home page will find valuable information. It features; a Command directory and index, biographical information about MARCORSYSCOM, links to other USMC and military sites, and an archive of Monthly GO/SES Updates. Additionally, there are several "Landing Zones". Our most recently created LZ is the "Industry and Contractors LZ". This LZ provides industry a description of the acquisition process and the opportunity to download solicitations or submit questions by electronic mail regarding USMC requirements. Other "LZs" include:

- Acquisition Career Development: Acquisition Workforce training, tuition assistance, certification information and a link to the defense acquisition university.

- Fleet Marine Force: Computer Buyer's Guide, Individual Combat Clothing and Equipment Guide.

- SYSKOM: Includes procurement policy, amphibious warfare technology, C4I Directorate home page, Marine Corps Tactical Software Systems Agency, Assault Amphibious Vehicles, CAPS home page, and the Assistant Program Manager, Marine home page.

- MARCORSYSCOM Civilian Personnel Demonstration Project: Information on the proposed demonstration project, POCs, Q&As, and more...

- Visitor: Information on billeting, hotels, restaurants, directions to SYSKOM, clearance information, and visit requests.

MARCORSYSCOM Point of Contact is Mr. Cohen, Webmaster, DSN: 278-4662.

### Where to go to obtain more information on MARCORSYSCOM?

a. Visit our WWW Home Page @ [HTTP://www.marcorsyscom.usmc.mil/](http://www.marcorsyscom.usmc.mil/)

b. Access the MARCORSYSCOM Lotus Notes database server @:  
MQGSYSCOM004\_LN/QUANTICO/USMC

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# HAPPY NEW YEAR!



## Individual Combat Clothing and Equipment Program

Individual combat clothing and equipment (ICCE) used and carried by Marines in the field has a direct and immediate impact on survivability and mission accomplishment. The Marine Corps is fielding more durable, lighter, less bulky, and more comfortable ICCE. By maximizing the use of similar items that are commercially available, the time to field new ICCE is greatly reduced. Most ICCE will be fielded to Marines individually in the Fleet Marine Force with certain ICCE fielded to special training allowance pools for issue to units when needed. Described below are SYSCOM ICCE programs:

**Infantry Combat Boot (ICB):** The ICB is a replacement for the current combat boot. The infantry combat boot is cooler, lighter, and matches the quality of the best available commercial boot. The infantry combat boot is a black, 8.5 inch boot of welt or stitch down construction, with an improved outer sole for dissipation of shock and greater durability. The ICB has a waterproof, breathable bootie consisting of an expanded Teflon membrane laminated to an outer tricot knit and an inner, polyester Cambrelle lining. The boot has a fungicide treated full grain leather upper with Cordura side panels. The sole is dual density with a Vibram out sole and a polyurethane mid sole. The lacing system will initially be made of toe-up construction with brass eyelet's but will be replaced with a speed-lace system. A full complement of sizes will be offered. The new boot is included in the recruit seabag and is now available at cash sales facilities for purchase by all Marines. IOC occurred during the 2nd Quarter, FY-97.

**Combat Tent:** The Combat Tent replaces the current shelter half. It is a two person, three season, free standing, single walled tent which incorporates a vapor permeable tent body, waterproof floor, and a detachable, free-standing, waterproof rain-fly. The tent has a vestibule area built into its design for gear storage. The combat tent will weigh 8.5 pounds. The rain-fly will be reversible, with OD green on one side and desert tan on the reverse side. The fly will also provide blackout protection and be adaptable for use deliveries to Marine Units will begin during 2nd Quarter, FY-98. IOC is scheduled for 2nd Quarter, FY-98.

**Marine Load System (MLS):** The MLS is designed to be lightweight, modular, and load bearing. It will replace

the ALICE pack and current load bearing vest. The MLS consists of a main pack, pack frame patrol pack, load bearing vest with equipment belt, and modular pouches. The design will permit the individual to mission tailor his fighting load by adding or removing pouches and packs. An ergonomic design permits the weight of the load to be borne on the wearer's hips. This design reduces the burden on a Marine's shoulders and back so as to reduce muscle fatigue and heat stress. The MLS will be compatible with the new family of body armor. IOC is 4th Quarter, FY-98.

**Family of Body Armor:** The Family of Body Armor consists of an inconspicuous soft armor vest, an outer fragmentation vest, and two ballistic plate inserts that fit into the outer vest. The total system will weigh no more than 30 pounds. The soft armor vest will be worn under the battle dress utilities and provide protection from small caliber handguns. The outer fragmentation vest will offer protection equal to the current personal armor system ground troops (PASGT) vest. It will provide better durability, removable armor inserts, and be woodland camouflage in color. It will be front opening and have modular components that protect the throat, neck, and groin areas. It will incorporate both a front and back ballistic plate insert. The ballistic plates will weigh no more than five pounds each. The soft armor vest will not be worn with the other components. The system will offer increased protection and thus decrease casualties. Also, it will weigh 20 percent less than the PASGT. IOC is 4th Quarter, FY-98. POC for more information is LtCol Daniels @ 784-4278 ext. 298.

## I DIDN'T SAY THAT, DID I?

The *absolute worst* things to say to a police officer:

- \*Aren't you the guy from the Village People?
- \*I thought you had to be in relatively good physical condition to be a police officer.
- \*I was going to be a cop, but I decided to finish High School instead.
- \*Bad cop! No donut for you!
- You're not gonna check the trunk, are you?
- \*Gee, Officer! That's terrific! The last officer only gave me a warning, too!
- \*Could you give me directions to the nearest Dunkin Donuts?

## TECHNICAL LIBRARY

The following are new arrivals at the Marine Corps Systems Command technical library for the month of December 1997. The library is located in building 3089, wing D.

- MCO-P5211.2 The Privacy Act of 1974, Sept 97
- TM 9-2320-272-20-1&2 Trk, 5-Ton, 6X6, M939, M939A1, M939A2 (Diesel), Org Maint Manual, Reprint w/Ch A, May 97.
- TM 9-2320-272-34-1&2 Trk, 5-ton, 6X6, M939, M939A1(Diesel), Direct Supt & General Supt Maint Manual, Reprint w/Ch A, May 97.
- TM 9-2320-272-20P Trk, Telephone Maint: 5-ton, 6X6, M876A1, Trk, Cargo: 5-ton, 6X6 Dropside, Org Maint, Repair Parts & Special Tool List, Reprint w/Ch A, Sept 88.
- TM 9-2320-272-34P-1 & 2 Trk Telephone Maint: 5-ton, 6X6, Trk, Cargo, 5-ton, 6X6 Dropside. Direct & General Supt Maint w/Repair Parts List, Reprint w/Ch A, May 88 & Jan 88.

## LIBRARY NEWS

The Command Library has added a new database called HayStack. HayStack is a Logistical database, similar to the Fedlog database. Haystack is user friendly and has many options. It offers many federal data bases not limited to, but including: Windows databases are Federal Logistics Information System, Commercial and Government Entity, Procurement (Army, Air Force, Navy, DLA), Master Repairable Item List and Army Master Data File just to name a few. HayStack will be online very soon. It will enhance your search of logistical data.

We have new computer equipment in the library. This will speedup your searching and printing of technical documents. Windows 95 has also been added.

The library bulletin board is located in Lotus Notes. The entire library contents cannot be downloaded. To view the Lotus Notes library summary: enter Lotus Notes, select file, database, open. Click on the MQGSYSCOM-04/LN/MARCORSYSCOM/USMC Server, Click OK.

## CAPS UPDATE

The Command Automated Program Information System (CAPS) is designed to assist the Marine Corps Systems Command (MARCORSYCOM) PMs and project officers (POs) in the accomplishment of their duties within the weapon system and information technology (IT) acquisition process. CAPS provides a "single point-of-entry" for the generation, editing, staffing, review, approval, and retrieval of acquisition related documents, schedules, and briefing materials and will be the system of choice for conducting acquisition business.

CAPS has undergone a rigorous requirements analysis as well as a detailed design and prototyping step. Future efforts will enhance the design and focus on full implementation. A 12 month contract has been awarded to Progressive Data Systems (PDS) to accomplish the implementation of CAPS Version 1. The MARCORSYSCOM can expect to see and start using CAPS by summer of 1998. POC is Major Dave Blaul at PAE, DSN 278-2427.

### NAVY/MARINE CORPS ACHIEVEMENT

#### Navy/Marine Corps Achievement Medal

Sgt David E. Kegel AM

#### Certificate of Commendation

Sgt Paul M. King AM  
SSGT Henry J. Trier CBG  
CWO4 David L. Mohn C4I/AD  
MSgt Brian S. Eul CBG  
Capt Steven M. Gay DFM

#### Length of Service Awards

Ms. Carolyn Harris 30 years  
Mr. Robert Wattenbarger 10 years  
Ms. Pamela Samuel 10 years

## **INFO from ISMO**

### **PRACTICING SAFE COMPUTING**

Computer viruses represent a significant new threat to the operational readiness of our computer systems and Local Area Networks. Several instances have recently occurred in which MARCORSYSCOM's computer equipment have been infected by viruses. Some users have had repeated infections downloaded to their computers.

Given our increasing dependence on the information processed and stored on computers, everyone must understand and recognize the basic threat that a computer virus represents. We must learn how to protect against virus infections, detect their presence, prevent them from operating, and repair the damage they cause. In the past, ISMB would report monthly the number of viruses detected to HQMC. In an effort to educate our users, ISMB will now additionally report the detected virus back to the user as well as the group administrator (GA).

Users are reminded of the following safeguards against a virus attack:

1. Only ISMB acquired or approved software will be installed on MARCORSYSCOM's IT equipment.
2. Privately owned commercial software and game software are prohibited on MARCORSYSCOM'S IT equipment. Pirated or copied software is also prohibited.
3. Only access officially sanctioned bulletin boards and Internet sites. All software downloaded must be tested for the presence of a virus. It is recommended to download on a floppy diskette.
4. E-mail attachments must also be scanned for the presence of a virus before they are downloaded. Never download to a network drive. When extracting, change the path to the c: or a: drive.

Everyone is reminded of the importance of safe computing during annual block training. ISMB will continue however to emphasize security awareness throughout the year to help ensure that a user never has to call ISMB to report loss of data, hardware failure or worse, denial of LAN services. For more information on viruses and the damage it can cause contact Mason Jackson, ISMB helpdesk, at 784-3643.

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## **"WITTICISMS FOR PEOPLE WHO REFUSE TO GROW UP... GRACEFULLY!"**

*By Roy English*

I will burn my Christmas lights all year,  
put a jack-o'-lantern in my window,  
and erect an eight-foot Easter Bunny in my front  
yard beside my cardboard Clint Eastwood.

# THE GOOD NEWS

## CONGRATULATIONS!!

The following Marines have successfully completed the Corporals Course.. **OOOHHH RAHHHH:**

Cpl Paul Darmetko

Cpl Jon Levine

Cpl Matthew Randall

Cpl James Sutton

## STORK REPORT

LtCol and Mrs. Verducci are the proud parents of a newborn son,  
Ryan Patrick Verducci, born 25 Nov 97

## GRADUATED

Della Vincent, Arrin Banks and Ginny Ceralde all graduated from the New Leadership Program!  
GOOD JOB!

## PROMOTIONS

Sgt Brown Cpl Mullin Cpl Beckelhimer Cpl Hay

GS-13 Debbie Webb

GS-13 Paula Love

GS-11 Mary Holcomb

GS08 Rosemary Smith

**WAY TO GO!**

## STORK REPORT

PFC and Mrs. Jose CaprioGonzalez are the proud parents of a newborn son,  
Jose Neftali CaprioGonzalez III.

**EVERYONE AT SYSCOM  
AND MCTSSA  
HAD A SAFE AND  
HAPPY NEW YEAR!  
WELCOME BACK!  
LET'S MAKE 1998  
A GREAT YEAR!**

If you have some "Good News" to announced, send it via e-mail to:  
KARAF@PAE or HOWARDW@PAE@MARCORSYSCOM  
Please keep your good news coming!

## INCLEMENT WEATHER PLAN:

The Standard Operating Procedure for Snow Emergency Operations, Marine Corps Base Order P11210.A provides the procedures for base operations during winter weather. When weather conditions require Base activities to be cancelled or openings delayed, Public Affairs will notify the local television and radio stations, as well as update the 24-hour hotline at **784-3638**. Phone trees within work sections are encouraged for assessing information regarding base closures and delayed openings. Here is a brief summary of each weather condition.

**Code Green:** The weather conditions are such that there is no impact on operations. You are expected to be at work on time.

**Code Yellow with a liberal leave policy in effect:** The base is open and all employees are expected to report to work on time. A liberal leave policy is in effect for all nonemergency or nonessential personnel. Employees are responsible for notifying their supervisors.

**Code Yellow and will not open until (specific time):** The base will not open until the specified time in the announcement. Non emergency personnel are expected to report to work at the time specified.

**Code Red:** Weather conditions are severe and the Base is closed for normal operations. Only essential and designated emergency personnel are expected to report for duty on time. Information regarding the Quantico Dependent Schools Systems will be provided to the local radio/TV stations.

Radio and television stations to turn to for closure information are: WDCT 1310 AM, WFLS 1350 AM or 93.3 FM, WFVA 1230 AM, WCQB 101.5 FM, WPWC 1480, WMAL 630 AM, WRQZ 107.3 FM, WPGC 1580 AM or 95.5 FM, WRC TV Ch 4, WTTG TV Ch 5, WJLA TV Ch 7, and WUSA TV Ch 9.

## KEY VOLUNTEERS

The key to finding information or resources is your key volunteer. The SYSCOM key volunteers are available to provide information and resources for you and your family.

### KEY VOLUNTEERS:

Assist during your transition to SYSCOM

Offer support during times of crisis

Refer you to appropriate resources as needed

### YOUR KEY VOLUNTEERS ARE:

Barb Daniels (540) 720-3759

Tracey Gerstbrein (540) 659-4930

Livia Hensen (540) 720-7001

If you or someone you know is interested in becoming a key volunteer, please contact Major Klemm at Command Support, 784-2087.



## **Marine Corps Systems Command Civilian Personnel Demonstration Project**

The Marine Corps Systems Command has been given the opportunity to participate in DoD's Civilian Personnel Demonstration Project (CPDP). The purpose of this project is to enhance the quality, professionalism and management of our work force through improvements in the efficiency and effectiveness of the human resources management system. The intent is to demonstrate that the Command's effectiveness can be enhanced by allowing greater managerial flexibility over personnel processes and functions and, at the same time, increase employee opportunities through a more responsive and flexible personnel system. This will enhance the Command's ability to attract, retain, and motivate a high-quality work force.

The initiative for the DoD CPDP began in 1996 when the Under Secretary of Defense for Acquisition and Technology (USD A&T), under the authority of Section 4308 of Public Law 104-106, chartered a Process Action Team (PAT) to develop a set of initiatives that would form the basis for the new personnel system. Working with the Office of Personnel Management, the PAT initiatives were published in the *Federal Register* as a draft proposal providing information on the Demonstration Project applying throughout DoD.

This draft proposal will be open for public discussion and comment as outlined in the *Federal Register*. After the scheduled discussion period has ended, and the Services and their civilian employees have had an opportunity to comment and provide recommendations, the draft proposal will be finalized and published in the *Federal Register* as a regulation. A copy of the *Federal Register* draft proposal is available for reference at the USMC Research Center library at the check out desk during normal duty hours. This document is also available at our technical library. The basic attributes of the SYSKOM CPDP are as follows:

Hiring and Appointment Authorities:

Permanent - Temporary Limited - Modified Term

Additionally, the CPDP will have an Extended Probationary Period. All newly hired permanent career optional employees in the professional career path will be subject to an extension of their basic probationary period, equal to the length of any educational or training assignment which places them outside normal supervisory review.

**Broadbanding:** Replaces the current General Schedule Series-Grade scheme, creates three career paths with broadband pay levels designed to facilitate administration, pay progression, and allow competitive recruitment of quality candidates at different wage rates.

**Contribution-based Compensation and Appraisal System (CCAS):** The purpose of CCAS is to provide an equitable and flexible method for appraising and compensating our civilian work force.

The Training and Communications Team (TCT) has undertaken several projects to inform the work force about CPDP. TCT has plans to distribute posters, flyers, newsletters and articles, and has conducted an initial work force survey. A follow-up survey is scheduled for February 1998. The team is currently producing an information video, and has scheduled the production of a CPDP Handbook. Additionally, a Web Site has been established, titled "MARCORSYSKOM Civilian Personnel Demonstration Project." The Internet address is: <http://www.usmc-awt.brtrc.com/acqdemo/acqdemp.htm>

This Web Site contains basic information about schedules, events, Team missions, policy announcements, and answers to frequently asked questions. Everyone is encouraged to pose questions, make comments, and offer suggestions.

The educational effort will culminate with a survey of our employees to gather data about their opinions of the CPDP and the command's participation.

POC on this is Ms. Shelley Seay at Command Support Manpower or call 784-3214 ext 3113.

## HAIL AND FAREWELL

Systems Command is pleased to "Welcome Aboard" the following individuals:

LTCOL BADEN (C4I)  
PFC A. LEE (CSM)  
PVT LUBIN (CSA)

SSGT FELDEN (C4I)  
PFC J. LEE (CSA)  
GS-14 BERRY (CT)

SGT MOFFITT (CCR)  
PFC SMITH (CSA)  
GS-06 MCKAMEY (CSM)

During the past month, the following personnel have departed Systems Command.

To them, we wish "Fair Winds and Following Seas."

MAJ MULLIGAN (CSLE)  
SGT PLECHATY (ISMB)

GYSGT BRICE (CSLE)  
LCPL WHEALTON (PAE)

SSGT TRIER (CBG)

## MARINES from MCTSSA

(News from the Left Coast)

### **Navy and Marine Corps Achievement Medals**

|              |            |                  |
|--------------|------------|------------------|
| Capt McClain | Capt Kunst | Sgt Lowther      |
| Sgt Scholl   | Sgt Perry  | Sgt Martinezruiz |

### **Certificate of Commendations**

|           |           |
|-----------|-----------|
| Sgt Duree | Sgt Brown |
|-----------|-----------|

### **Good Conduct Medals**

|                |              |           |
|----------------|--------------|-----------|
| SgtMaj Denecke | Sgt Gonzalez | Sgt Flynn |
| Sgt Villarreal | Cpl Jolin    | Cpl Ard   |
| Cpl Gerke      |              |           |

### **Promotions**

|                 |              |              |
|-----------------|--------------|--------------|
| Sgt Brown       | Sgt Baternik | Sgt Stiever  |
| Cpl Beckelhimer | Cpl Hay      | GS12 Navarro |

### **Meritorious Mast**

|            |             |          |
|------------|-------------|----------|
| Cpl Fries  | Cpl Sanchez | Cpl Lowe |
| LCpl Parks | LCpl Murphy |          |

### **Letters Of Appreciation**

|            |           |            |
|------------|-----------|------------|
| Capt Biggs | GS13 Zied | GS13 Smith |
| GS13 Stone | GS13 Ha   |            |

## FROM THE SPORTS ARENA...

### **Student Athlete: An Oxymoron?**

"I know the Virginia players are smart because you need a 1500 SAT to get in. I have to drop bread crumbs to get our players to and from class."  
*George Raveling, Washington State Basketball coach*

### **Short Guys In The Back**

"You guys line up alphabetically by height."  
*Bill Peterson, a Florida State Football coach*

### **The College of Hard Knocks**

"Why would anyone expect him to come out smarter? He went to prison for three years, not Princeton."  
*Boxing promoter Dan Duva, on Mike Tyson hooking up again with promoter Don King*

### **See You In Seven Years**

"I'm going to graduate on time, no matter how long it takes."  
*Senior basketball player at the University of Pittsburgh*

### **That Explains the Stands Full of People**

"The ballparks have gotten too crowded. That's why nobody goes to see the game anymore."  
*Yogi Berra*

*Motivational Manager - November 1997*

## QUOTE

**If you don't learn from your mistakes, there's  
no sense making them.**

*Anonymous*